



**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION
REGULAR MEETING**

SUMMARIZED MINUTES

Monday, November 9, 2020

Meeting Held Electronically

PRESENT: Janice Shimokubo, Chair
Emily Hinchman, Vice Chair
James Eaneman
Marty Day
Hannellie Mendoza
Stuart Rhoden

STAFF: Sharon Cini
Bill Hylan
Kelly Corsette
Brent Stockwell
Rich Slavin

Call to Order/Roll Call

Chair Shimokubo called the meeting to order at 5:00 p.m.

Chair Shimokubo announced that Conay Huizar submitted her resignation. She thanked Commissioner Huizar for her contributions to the Commission.

Public Comment

No public comments were submitted.

1. Approval of minutes from the September 14, 2020 meeting

COMMISSIONER EANEMAN MOVED TO APPROVE THE SEPTEMBER 14, 2020 HUMAN RELATIONS COMMISSION MEETING MINUTES. VICE-CHAIR HINCHMAN SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR

HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Presentation and Discussion regarding National Employment of People with Disabilities Awareness Month

- Reading of proclamation

On behalf of the City of Scottsdale and the office of the Mayor, Ms. Cini read a proclamation proclaiming the month of October National Employment of People with Disabilities Awareness Month.

Ms. Cini noted that Mayor Lane was present for the October 2020 meeting that was cancelled due to lack of a quorum. He was unable to attend tonight's meeting.

- Mayor's Committee on Employment of People Living with Disabilities Scholarship Announcement

Scholarships can be found at www.Scottsdaleaz.gov, search "scholarships" and the link "scholarship application". Applications are due by Friday, January 1, 2021. This scholarship is presented by the Gila River Indian Community.

3. Presentation, discussion and possible recommendation(s) to staff regarding the Scottsdale Police Department response relating to race-related calls and proactive community conversations

Richard Slavin, Scottsdale Police Department Assistant Chief, gave a presentation highlighting recent race-related calls.

On October 23, 2020 there was an incident in Old Town where an individual filming a YouTube video was approached by a person who inquired as to his business and proceeded to relate offensive racial comments to the person filming. As a result of the incident being posted on YouTube, a local business which was uninvolved began receiving threatening comments and reported the incident to the police department. Upon investigation, the incident resulted in an arrest for disorderly conduct.

An incident involving vandalization of political signs with a swastika and the word "killer" was reported on October 25th, but did not result in an arrest, because there was no suspect.

Commissioners were given an opportunity to ask questions. Assistant Chief Slavin said he feels that City leaders have demonstrated great leadership when it comes to issues of discrimination and racism and advertising Scottsdale's values in that regard. He noted that the First Amendment has to be considered when reviewing incidents. He explained that Arizona Revised Statutes address discrimination from a criminal perspective. The hate crime perspective would be considered an aggravating factor under 13-701.

4. Update, discussion, and possible recommendation(s) to staff regarding non-discrimination ordinance and anti-harassment policy research

Mr. Stockwell gave an update on the activities of the staff team that is working on addressing the City Manager's request for research.

The staff team is currently focusing on the following:

- Undertaking an objective analysis of the Commission's policy recommendation and the extent to which elements are already covered under state and federal law and evaluating the various elements
- Evaluating options for mediation enforcements
- Looking at other communities both regionally and nationally
- Developing specific definitions
- Developing a public outreach plan that would be ready if the Council decided to move forward
- Developing an overarching non-discrimination anti-harassment policy statement that could go into City Code, covering elected and appointed officials, employees, volunteers, contractors, vendors and consultants
- Drafting an ordinance consistent with the viewpoints outlined in the recommendation

Work is expected to be completed by the end of the calendar year. The Commission will have an opportunity to review the materials during their January meeting, prior to the recommendation going to Council.

5. Presentation, discussion and recommendation(s) to staff regarding plans to host a series of Town Halls regarding the national discourse on race

- Overview of the next virtual Town Hall

Ms. Cini announced that the next virtual Town Hall, "What is Scottsdale's Story?" has been scheduled for Thursday, November 19, 2020, starting at 6:00 p.m. The event will include the Ted Talk video "The Danger of a Single Story" and five panel members who will share Scottsdale's culture. The event has been posted on social media, the City's calendar, City of Scottsdale website, the Office of Diversity/Scottsdale for All Facebook page, and through a Facebook paid advertisement. A meet and greet is being scheduled with the panel members and moderator.

6. Updates, discussion and recommendation(s) to staff regarding recent diversity and inclusion related activities and incidents impacting the city of Scottsdale

- Possible Scottsdale speaking engagement with Robin DiAngelo, author of White Fragility: Why it's so Hard for White People to talk About Racism

Mr. Corsette said that the City is working with Scottsdale Art to explore options and timing for scheduling a speaking engagement with Robin DiAngelo, author of White Fragility: Why it's so Hard for White People to talk About Racism.

Vice-Chair Hinchman suggested that the budget set aside for the Golden Rule Day event that was cancelled due to COVID last spring be put toward securing the event. Ms. Cini said that she has earmarked the funds for that endeavor. Commissioners supported the use of Golden Rule Day funds for the speaking engagement.

- Handling of inquiries of which the Office of Diversity and Inclusion was made aware.

Ms. Cini briefly discussed incidents where individuals reached out to the City to report incidents of discrimination. A situation reported through ScottsdaleEZ involved accessibility issues and an altercation with a parking attendant at WestWorld. WestWorld staff has been contacted and is addressing the incident with the contracted parking vendor. A second situation involved an individual who had an incident of discrimination with a local business. He contacted the City's LGBT Liaison who directed the individual towards the appropriate resources.

- New Commissioner appointment – Nominations scheduled for 11/10; Council appointments on 12/1.

7. Identification of Future Agenda Items

Future agenda items will include:

- Chair and Vice Chair nominations
- Non-discrimination ordinance
- Virtual Town Hall update
- 2021 strategic priorities

Next meeting scheduled for December 14, 2020

Adjournment

VICE-CHAIR HINCHMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER EANEMAN SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 5:54 p.m.

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